

Module 1 – Diversity Training & Lessons Learned



Staff Training Week, TU Darmstadt, July 17th – 19th 2019



TECHNISCHE
UNIVERSITÄT
DARMSTADT



POLITECNICO
DI TORINO



Our Goals

- promote sensitive & appreciative interactions
- acknowledge individual differences
- spark self-reflective considerations
- challenge our ways of thinking
- improve our professional practice



Diversity

Dealing with social and cultural differences does not foremost require understanding, but

„accepting ones own limited interpretative capacities“

(Rommelspacher 2002: 206)



What is Diversity?

- Diversity as a social factum, that is scientifically observable and measurable

- Diversity as a theoretical concept and conscious dealing with social differences



Diversity in Higher Education



Competition

- Economization & Internationalization of HEIs
- Diversity as an organizational resource
- „Diversity-Management“

Antidiscrimination

- Commitment of HEIs to fulfill social obligations
- Equal opportunities
- Social Inclusion
- (critical) „Diversity policies“

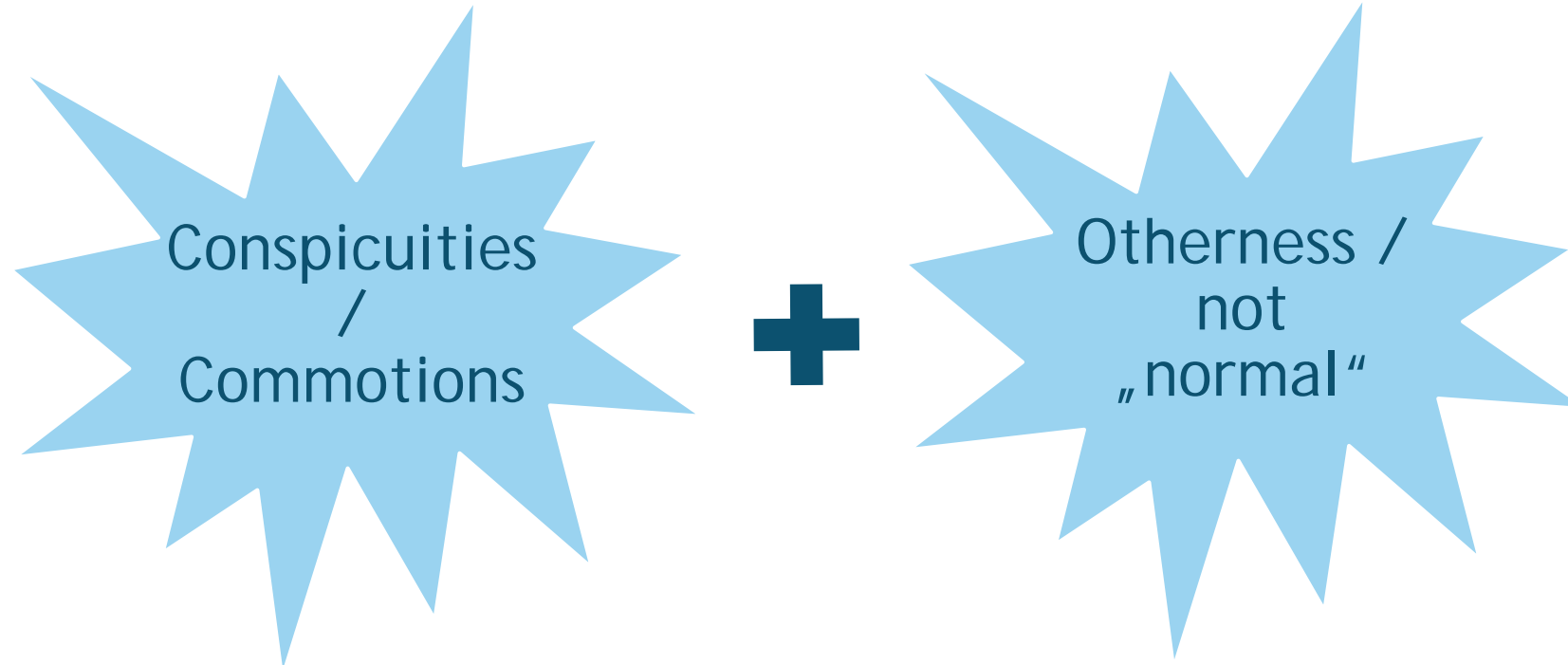
Stereotypes

„We are told about the world before we see it. We imagine things before we experience them and those preconceptions govern deeply the whole process of perception“

(Lippmann 1922)



Stereotypes

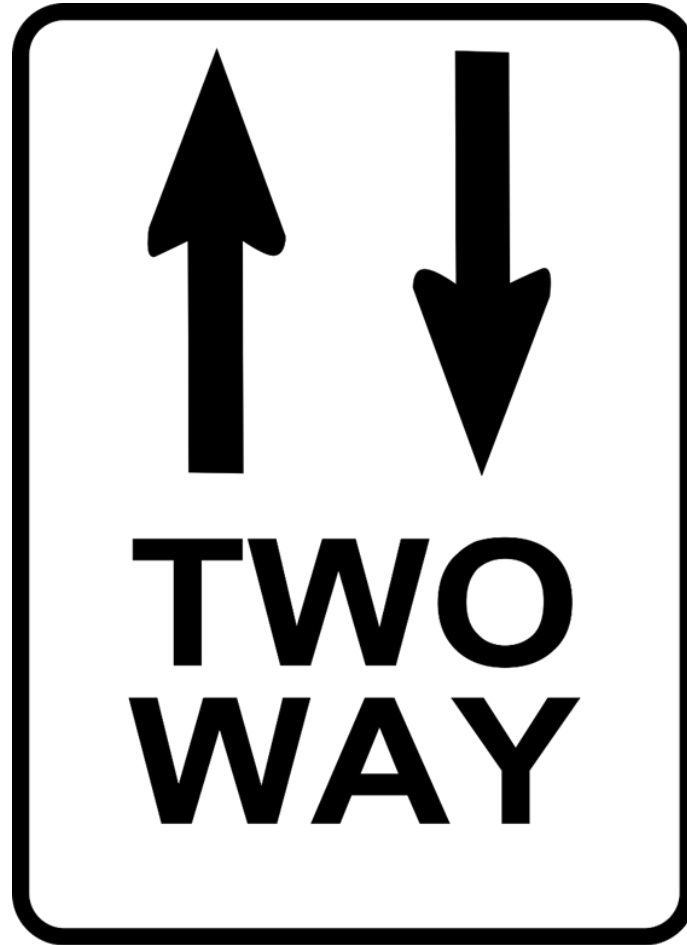


(Baig 2009: 87)



Self-Reflection





Generalizations



- Africa has 54 countries and its inhabitants speak more than 2,000 languages.
- North Africa is as different from South Africa as Germany is to Portugal.



Activity: Five Characteristics

- Think of five characteristics / attributes / categories that you find are most important for your individual personality



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- Think of five characteristics / attributes / categories that you find are most important for your individual personality

- *How did it feel to cross out important characteristics of your individuality?*
- *How would you feel if this one attribute would be the only part of you, on which basis you are referred to, heard of and recognized by?*



Activity: Diversity-Rally

- Go to the tables in other room
- Read the rules on the tables
- You have 5 minutes to learn the rules with your group
- Do not talk to anyone else but your groupmembers
- Wait for further instructions





What is the concept of Diversity good for?:

To question why differences make a difference

To raise awareness of stereotypical perceptions and their consequences

To support a self-reflective attitude

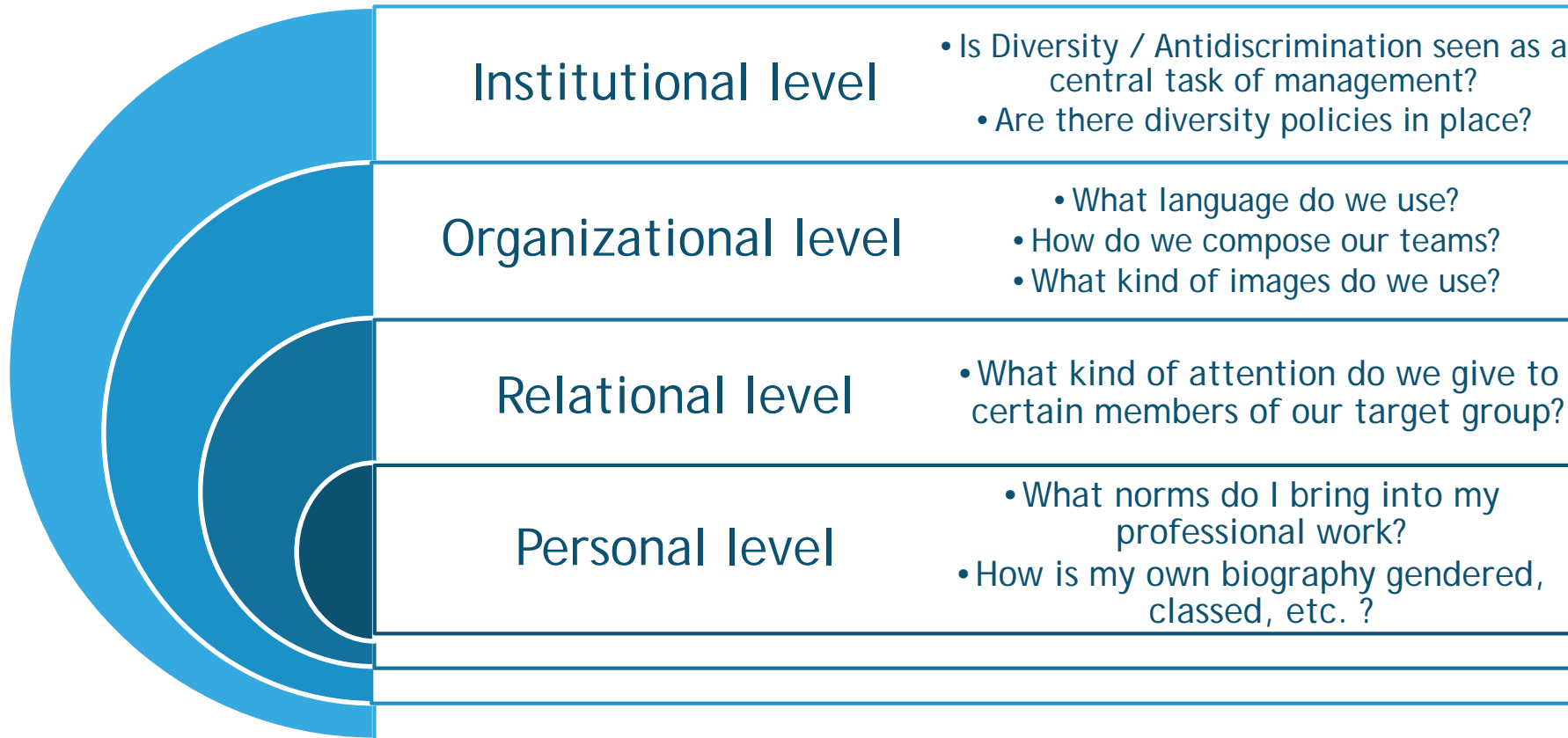
To organize our professional practice more sensitively

- How we address students
- How we listen to students and react to their needs
- How we conceive strategies and implement offerings





Where does Diversity come into effect?:



Resources:

Baig, Samira (2009): Diversity sozialpsychologisch betrachtet. In: Abdul-Hussain, Surur / Baig, Samira: Diversity in Supervision, Coaching und Beratung. Facultas, Wien. 61 - 91.

Lippmann, Walter (1922): Public Opinion. Allen & Unwin, London.

Rommelspacher, Birgit (2002): Anerkennung und Ausgrenzung. Deutschland als multikulturelle Gesellschaft. Campus Verlag, Frankfurt am Main.

